

Board of Selectmen
March 10, 2014

PRESENT: Richard Nichols, Chairman
Michael Pierce, Vice-Chairman
Philip Bean, Selectman
Mary-Louise Woolsey, Selectman
Michael Plouffe, Selectman
Frederick Welch, Town Manager
Mark Gearreald, Town Attorney

SALUTE TO THE FLAG

There was a moment of silence for Cliff Pratt and Chairman Nichols provided some history on all the things Cliff was involved in over the years.

I. Public Comment Period (6:49)

David Drolet, 34 Stowecroft Drive, commented: here to discuss the proposed subdivision of Dalton Woods; quite a few people here from around that area that are concerned with the subdivision; specifically concerned with environmental issues including wetlands; problems they currently have with water; concerns with traffic flow; wondering why would we give road a name when there is not even any approvals or permits yet for subdivision.

Chairman Nichols informed everyone that Public Comment is not interactive however if there is a need for clarification the Board will address that at the end.

Arthur Moody, 3 Thomsen Road, commented: disappointed that the Town Report was continued/duplicated from last year as the 375th, suggested that next year instead of going to 376th they correct this mistake and use 377th, provided some history on Town Reports and how they have been numbered consecutively; road names possibly going to be used in the Stowecroft area and problems he has with these name choices in detail for the Board, he would suggest that they name things after the Revolution and provided some suggestions, also thinks they can get into civic and school leaders.

Louise Drolet, 34 Stowecroft Drive, commented: not sure why naming streets when subdivision has not been approved; spoke about the large number of people present tonight expressing concerns; real problem with wetlands in this area; number of sump pumps each resident has; new subdivision will cause even further water problems; walk Conservation Commission took when there was 2 feet of snow and frozen ground; thinks they should have come in April or May; they will all be effected no matter what; thinks need to take taxpayers who are living there into consideration.

Judy Claken, Stowcroft Drive commented: 30 residents of this area met the other night to discuss their opposition to this Dalton Woods subdivision; 13 houses on 12 acres at end of Stowcroft Drive including wetlands; individually dealing with water issues on their properties; massive construction; concerns of residents need to be taken seriously; thinks naming streets is premature.

Chairman Nichols asked Mr. Welch to go over some of the issues and discuss the jurisdictions of some of the Boards such as Planning Board vs. Board of Selectmen.

Mr. Welch explained the reason for it being on tonight's agenda, is that prior to approval by Planning Board, the applicant needs to come to Board of Selectmen to name the streets; application is not complete until this is done. The Selectmen tonight are to consider the names for the streets; the applicant is going to present what he thinks they should be; this does not mean that the streets are going to be built; it is his understanding that the Planning Review Committee is meeting on this on the 26th of March; believes subdivision will go before the Planning Board on May 7th to begin consideration; the abutters need to discuss this at the Planning Board level not here; the portion before the Board tonight does not mean that the Selectmen are trying to approve or can they approve this subdivision.

Selectman Woolsey pointed out that the public can sit in on the PRC on March 26th but they cannot comment.

II. Announcements and Community Calendar (22:19)

Selectman Pierce commented: reminded everyone that Election Day is tomorrow; a lot on ballot can change the way this Town has been going.

Selectman Bean commented: three that sit before him tonight are up for re-election; he will be spending nine hours at the polls tomorrow; thanked them for serving this Town; Selectman Woolsey will be sitting at the polls after a long day at work; fun to see everyone involved with the election process.

Selectman Pierce commented: tomorrow is the day for the people in Town to have the chance to vote; it's their money and their choice.

Selectman Woolsey commented: voting is from 7 am to 8 pm at the High School; like to make one plea to the public for a positive vote on Article 26 which is article that will give authority to levy fees under 149 I; seeing the tip of a really big building boom in this Town; reconstruction at beach and other construction thorough out Town; want to be able to levy buy in fees for the sewer and wastewater treatment plant; this will derive more tax revenue from the developers.

Chairman Nichols commented: accompanied Eddie on his Meals & Wheels delivery last week; gave the Meals & Wheels a plug and read a statement on the many things this organization does; listed under Article 20 on this year's ballot.

III. Appointments (26:39)

1. Hampton Core Group of NH Coalition to Abolish the Death Penalty (26:45)
 - a. Parade and Public Gathering License for "Hampton Vigil" 03-23-2014

Appointment cancelled. Mr. Welch explained that these folks met with Chief Sullivan and Lt. Gidley on Friday; will be on next Mondays agenda for approval.

2. Jones and Beach (28:06)

Present tonight was Atty. Steve Ells representing Green & Company; Joe Coronati of Jones & Beach.

- a. Proposed Subdivision “Dalton Woods” off Stowecroft Drive
 - i. Approval of names for two proposed streets

Mr. Coronati commented: recently attended a PRC and brought to their attention that they needed to come to the Board in regards to street naming; have applied with the street naming application; worked out with the Town Manager’s office some of the accepted names; provided with a list of 4 names which he read out for the Board; two they have chosen are Colcord Path and Richardson Drive; here for Boards approval and any questions they may have.

Selectman Pierce questioned if they want to regroup on the names after comments made by Arthur tonight. Mr. Welch commented: nobody likes all the names; how names have to go through 911 approval; some names are too close to other street names; have gone to end of Veteran list.

Chairman Nichols asked what happens to their process if the Board was to consider other options and time involved with researching some other names. Mr. Welch does not think it disturbs the process and thinks they have plenty of time. The research can be done.

Selectman Pierce would like to see them use all the military people first.

Selectman Bean MOTIONED to approve the names brought forward tonight SECONDED by Selectman Pierce.

VOTE: 2(Bean,Pierce)-3(Nichols,Woolsey,Plouffe)-0

Chairman Nichols MOTIONED that they request that the Town Manager do some research on alternative names taking into consideration Civic and School Leaders and come back to the Board in two or three weeks SECONDED by Selectman Woolsey.

VOTE: 3(Plouffe,Nichols,Woolsey)-2(Bean,Pierce)-0

- ii. Request for the acceptance by the Town to pay the fees for a fire hydrant (35:36)

Mr. Coronati commented: at PRC meeting there was discussion about having a hydrant for the proposed subdivision; existing fire hydrant on Stowecroft; Fire Department wanting a 600 feet radius from hydrant; why there is a need for another hydrant; asking for acceptance of the hydrant and future maintenance of hydrant from the Town; this is done in other subdivisions in Town.

Chairman Nichols asked about the timing of this prior to accepting the road. Mr. Welch explained when going through the review process of what was going on in subdivisions; found a number of things causing more appropriations for the Town such as street lights; concerned with appropriations with these subdivisions; amount we currently spend on hydrants through Town; discussed with PRC and how items that involve appropriations should come before the Board of Selectmen prior to Planning Board approval; will see this more often whereas hydrants and street lights are involved in new developments; expenses continue to increase; like to find out how the Board feels about this.

Chairman Nichols questioned the fact that the hydrant would not be billed in 2014 because it would not be in place that quickly. Mr. Welch stated it depends on how fast they build and once the road goes in it is possible for it to be on the second half of the year bill. So the possibility for 2014 would be at a cost of about \$900 half the yearly fee. Chairman Nichols wonders if they were to grant approval if it should be contingent and not be effective until such time as the road was accepted. There was a discussion on the possibility of the road not being accepted.

Selectman Woolsey commented that there are more and more developments being proposed so we want to be very careful on what precedent we might be setting.

Selectman Pierce commented on the cost of maintaining underground utilities and wonders who approves whether utilities are above or below ground. Mr. Welch stated it goes through the Planning Board, is part of the planning process and there is a statute that regulates that. Mr. Welch commented on the process of the Board when accepting a road and talked about easements. Mr. Welch talked in detail about easements and how they work.

Selectman Bean commented: thinks Selectman Woolsey has spoken eloquently about developments cost and the shortage of funds to run the Town; asked Atty. Ells how big the homes are going to be and he said 3 bedroom probably in \$400,000 to \$500,000 range consistent with neighborhood; there are development cost along with school cost of \$10,000 per child; at point regardless of precedent or what they did a few years or ten years ago that homes that are \$400,000 or \$500,000 that we contribute out of taxpayers money fees for a fire hydrant; this seems like the cost of doing business; just his opinion; folks that are not too keen on the project; fine with names but not with fire hydrant.

Atty. Ells commented: precedent the Town has always done this; Town does not own water company; Board always talks about essentials of Fire and Police; cannot think of any other development in Town where the Board has not done this; if treat this development differently he can almost assure you there will be a request for abatement; talking about relatively small amounts of money but this is an essential service; Fire Department needs this tool; puts this in the category of really essential important service; surprised this is an issue; appreciates them being concerned about tax levels; seems to him to be an absolute threshold item; Town voted 100 years ago to not buy water company; asking them to do what the Town has always done; who knows about the number of children; average age of citizens in Hampton; survey they recently did in regards to impact fees; trying to save taxes concerned with other end of this resulting in filing for an abatement.

Selectman Bean asked how pushing this back along with the naming of the streets would affect the project. Mr. Welch stated it can be done at the same time as addressing the street names.

Chairman Nichols: Tends to agree with Atty. Ells points; it's a basic service; requested by the Fire Department; not the area where we want to not do it because of money; problem with accepting fire hydrant prior to accepting the road; pushing this off will give them time to consult with Town Attorney on this. The Board agreed to hold off on this until a later agenda.

IV. Approval of Minutes (52:03)

1. February 24, 2014

Page 9, 1st paragraph, 3rd line, began a new paragraph to begin with "Selectman Bean spoke on the"

Page 13, 3rd paragraph, 2nd line, add at the end the sentence "for the 35% contributions to Group 2 and the teachers NHRS costs"

Chairman Nichols MOTIONED to approve the February 24, 2014 minutes as amended
SECONDED by Selectman Plouffe.

VOTE: 5-0-0

V. Town Manager's Report (54:29)

1. Please remember to vote tomorrow, polls are open from 7AM to 8PM at the Winnacunnet High School Cafeteria.
2. Please remember to register your dog before April 30, 2014. I note that the Legislature appears to be increasing the penalties for non-registration.
3. April 15th is the filing deadline for the veteran's, elderly (individuals who are 65 and older and receive a property bill) and disable exemptions, contact the Assessing Office for income and other limits to qualify for the exemptions.
4. Work continues on the Church Street Pumping Station. The contractor continues to complete individual systems within the station and continues to be on schedule.
5. Political signs for the Town Election are to be removed within 24 hours of the election by Town Ordinance.

Chairman Nichols: Asked if Mr. Welch was able to establish communication with State of NH Parks as far as the MOU and Mr. Welch is actively working on it;

Mr. Welch stated the only thing they are doing right now is putting in the fees; checks received from LGC in the amount of \$51,373 some allocation of that is going to show up as revenues to the Town, some of which is going to existing employees and some going to retirees; has a request that they have a very solid paper trail documenting their agreement with the unions on this; reason for this is related to Mr. Schwotzer retiring on May 16th; information in their box in relation to the State and getting started on the Taylor River Dam replacement. Mr. Welch commented on Taylor River Dam replacement: very sketchy conversation with engineer involved; information difficult to come by; don't know what they are doing at this point; cut project in half; work that has been done and future plans; problems they are facing in regards to the plans; digging an extensive canal and route this will take; plan on replacing dam sometime in the future. Chairman Nichols asked if they will be getting an opportunity once plans are available. Mr. Welch is under the impression that they plan to hold a meeting in Hampton Falls one evening. Mr. Welch also talked about the people in the area that are not happy with this project and the huge problem with the contaminated material behind the dam.

Selectman Woolsey wonders if we are getting clear indication on where the Town stands with money they are getting from LGC. Mr. Welch believes the money they just received is for 2011 and 2012.

Selectman Pierce asked about whether Mr. Schwotzer was in today since he has 4 questions about the January financials and would like to have them answered in case his time on the Board ends tomorrow. Mr. Welch pointed out that the winners from tomorrow's race will not be sworn in until next Monday.

Selectman Bean: Commented about the 5 year analysis of building fees in their box; thinks this department does a wonderful job; development cost today; extraordinary revenues; run department with prolific growth.

VI. Old Business (1:05:25)

1. West Side Streets Sewers (1:05:30)

a. Change Order

Mr. Welch: The change that was made on Auburn Ave extension forgot to account for fact that they had engineers supervise the installation; cost goes from \$87,350.76 to \$89,050.76; forgot to account for this; he was asked to sign but would not do so until a vote was taken by Board.

Chairman Nichols commented that this is approximately \$2,000 increase.

Chairman Nichols MOTIONED to approve the Change Order that increases the engineering fees associated with the West Side Streets Sewers from \$87,350.76 to \$89,050.76 SECONDED by Selectman Plouffe.

Mr. Welch provided the details of the change order again including votes that the Board had taken in the past in regards to this project.

VOTE: 4(Pierce,Bean,Plouffe,Nichols)-1(Woolsey)-0

2. IT policy related to the monitoring and intercepting of information (1:08:46)

Atty. Gearreald: The Board discussed this at their meeting on February 24th; since then he has had the chance to confer with the Town Manager, IT Director and Police Chief concerning possible wording to be added to the language that was of concern and read the language of concern again for the Board.

The added wording that would address some of the concerns and yet to avoid adding requirements beyond what clearly settled law allows; thought was to add some qualifiers to the right to exercise, which he read for the Board; abundance of possibilities so best to not lay down a bright line and explained why; best thing to do is look at things on a case by case basis. The following added words are underlined.

"All work generated on and information stored in the Town's computer equipment is deemed to be the Town's property, which the Town may examine at any time for such purposes as system maintenance. The Town Manager or his designee reserves the right, consistent with Federal and State law, to monitor, review, audit, intercept, access and disclose all messages sent and received, except for confidential information under State/Federal law. The Town Manager or designee will only exercise this right after careful consideration of the facts and the current law and consultation with legal counsel. There is no right of privacy in material generated and stored in the Town's computer equipment"

Chairman Nichols commented as the one who brought this up thought there needed to be some level of privacy; believes this accomplishes what he asked for.

Chairman Nichols MOTIONED to approve the change to the policy as outlined by the Town Attorney email SECONDED by Selectman Pierce.

Selectman Pierce asked about Chief Sullivan's reservations about some of this; one of Selectman Pierce's concerns was what if the Town Manager was involved; Atty. Gearreald stated the initial suggestion was that it be Town Manager and Town Attorney would address this, so thought to add Police Chief, Police Chief expressed concern with that, so added "with consultation with legal counsel" which is not necessarily him.

Selectman Woolsey commented: after reading Atty. Gearreald's memo feels that we are in the process of digging a hole with our mouths; thinks that sometimes fewer words are better; fewer points made better; she does not want to get tangled up in any of this stuff; the computer system and technology system belongs to the Town; if people are misusing the privilege of working with the public technology then she would expect management to take appropriate steps; she personally does not want to touch any of this.

Selectman Pierce expressed concerns with the rights of private citizens and them not being protected by current policy.

Chairman Nichols pointed out that this only relates to messages and states that the Town Manager must consult with the Town Attorney; not a huge change.

Selectman Bean stated that when this originally came up he did not know the genesis of this issue; had not read the IT Policy; takes employees at face value; committed public servants; having been a former government employee understands that anyone can look at his government stuff anytime they want to; he serves the Town; after listening a little tonight if they would include in that party of people the Chairman of the Board of Selectmen; Chairman of the Board is the Chief Operator of the Town; if Chairman Nichols was to incorporate than he would support the motion.

Chairman Nichols suggested after consultation with legal counsel, they add "and will inform the Chairman of the Board of Selectmen."

Atty. Gearreald would like to think about this new language addition prior to giving an opinion. Atty. Gearreald commented: key thought of consulting with legal counsel (not necessarily him); depending on the situation, you will end up flagging an issue and then going on to consult with others; have to count on legal counsel to identify who the others would be; provided some examples of who you might want to defer it to.

Chairman Nichols asked if it is acceptable Selectman Bean to approve as submitted by the Town Attorney but ask that Atty. Gearreald get back to them with perhaps an amendment in the area they discussed.

VOTE: 3(Bean,Pierce,Nichols)-2(Plouffe,Woolsey)-0

3. Traffic Control Ordinance "Parking Restrictions Route 1A High Street to Church Street" (1:22:28)

Mr. Welch explained that this is basically the Boards vote and translated it into what appears to be two different areas with two different restrictions on two different areas; questions if they really want to have a loading/unloading zone in the first area.

Chairman Nichols commented: after thinking about this and talking with the Chief and Mr. Welch feels the loading/unloading zone is just going to be a source of confusion; associates this more with a business then a residential area; he would suggest that it be left at the 10 minute parking area.

Selectman Woolsey wonders if left at 10 minute parking are we failing to enforce. Chairman Nichols said that it is up to the Police Department but as the Chief stated it does not tend to be a problem.

Chairman Nichols commented on his second issue with this: concerns he has with language in the last paragraph in regards to no parking within 20 feet of a crosswalk or 15 feet of a fire hydrant; recalled conversation the Board had in regards to losing the 20 feet from crosswalk specifically in relation to Oceanside Real Estate; comments made about how if lose the 20 feet will also have loose of business; his recollection that they would not enforce the 20 feet at this particular location; a more detailed discussion on the exact location of that crosswalk on Ocean Blvd near Church Street; he would like to make the exception at that location.

Chairman Nichols MOTIONED to approve the Traffic Control Ordinance as amended SECONDED by Selectman Woolsey.

VOTE: 4(Pierce,Plouffe,Nichols,Woolsey)-0-1(Bea)

Selectman Bean: The warrant article that was passed 4-1 by the Selectmen last year and it was Article 19 this year; 2 years ago it was billed as affordable housing warrant article; \$175,000 was granted to luxury condominium development; elections do change Boards and he was the one person that voted against this; this year Board voted 3-2; warrant article has changed and if you vote yes on Article 19 it will be rescinded.

Selectman Pierce asked Selectman Woolsey about a comment she made in regards to the ballpark lighting as being tax money. Selectman Woolsey explained that the money for the lighting that is being proposed in the warrant article is to replace the lighting system; money is coming out of the fund and is from parking revenue; the money is in fund to expend. Selectman Pierce commented that it is not what she said when she referred to the yellow sheet, discussed what they talked about on this Board in the past; thinks she needs to say it was incorrect on what she said on the sheet.

VII. New Business (1:27:29)

1. Discontinuance of Trash Pick-up at Butternut Hollow Condominiums (1:30:55)

Mr. Welch commented: question mark of the month; informed by Public Works that their trucks are running down this common driveway and picking up trash at each location; nothing in condominium documents in regards to trash; this is not a street; has been done ever since they were built; needs to come to Board to decide whether or not this should be done.

Chairman Nichols commented: email exchange with a resident of Ice House Lane; very similar situation; learned something and formed an opinion from a process standpoint by going through that; if you look at the Ice House Lane trash situation some time ago (guess is November or December) Board voted to discontinue trash at Ice House Lane based on information they received from Mr. Welch; he had a dialogue today with Mr. Welch and agrees with him that it was a condition of approval from the Planning Board; there is no explicit language in condo docs for Ice House Lane but if you look at plot plans going back you see it; basically trash has been picked up for 13 years, trash and recycling is brought to a public road, this is a little different scenario then what he thought at the time of approval.

Selectman Woolsey commented: this is where we get into inconsistency; appalled when they first started talking about going onto private ways; real problem she has with that; this is where there is no clear direction given by the Board of Selectmen to the Planning Board; brought this up earlier this year and could not get a vote on it; will ask again this year; documents from the Planning Board to a condominium association need to be consistent; all over the board here on this one; going to be exploding at the seam with building in Town; comment from Green & Company about new development residential will be paying to get rid of their own trash but businesses will be receiving trash pick-up; difference of living on a public or private road.

Chairman Nichols commented: that he does not believe that by being willing to listen to people effected by the change leads to inconsistency of this Board; in regards to Selectman Woolsey wanting this Board to provide direction to the Planning Board, they had a proposal from Keith, Board failed as a board to reach a compromise on that, thinks this item should be left off until the new Board is in place; he thinks that prior to the Board making any decision a letter should go out to the 4 locations which he listed in detail so they can make an appointment if they want to do so. There was a consensus amongst the Board to notify these people prior to making a decision.

Selectman Woolsey thinks that they need to be looking at where they go from here.

2. Fees for Building Permits (1:43:30)

Chairman Nichols commented: back in September had discussion with Kevin about building fees; had been 10+ years since it had been looked at; revenues were exceeding expenses; what Kevin was looking at did not include benefits; spoke with Mr. Welch and asked Mr. Schwotzer to do a little analysis; what Mr. Schwotzer has come up with is a -\$142,000 per year; to be fair this is based on revenues going back 5 years so does not think it is this bad; if look at past 2 years probably around -\$100,000; thinks it is better to strive within the Building Department that the revenues coming in pretty much offset the real cost of running that department; quick example he did which he shared with the Board; looked at Rye, Seabrook and Portsmouth and they are all charging more than Hampton; from the standpoint of what it is costing them he suggests that they go back and look at this and bring something back to the Board within the next couple of weeks.

Selectman Woolsey suggested that they could use a percentage method.

Selectman Bean suggested a scale approach.

There was a consensus amongst the Board to have Mr. Welch and Kevin look into this further.

VIII. Entertainment Licenses Under Review (1:49:11)

Chairman Nichols reminded everyone that this is just back to their process that they put it out there for a week for the benefit of the public.

1. Savory Square Bistro – 32 Depot Square
2. Logan's Run – 816 Lafayette Road

IX. Consent Agenda (1:49:26)

1. Veteran's Requalification: Garneau 93 Ashworth Ave Map/Lot 290/23/1; Ellison-Jackson 45-47 Exeter Rd. Map/Lot 143/2; Gardner 597R Lafayette Rd. Map/Lot 144/60/205; Edwards 141 Mill Rd. Map/Lot 127/39; Devine 20 Hampton Meadows Map/Lot 172/6/20; Jensen 121 Hampton Meadows Map/Lot 172/6/121; Faust 461 Ocean Blvd, #A9 Map/Lot 266/1/A9; Grant 4 Fogg Lane Map/Lot 230/19; St. Germain 537 Exeter Rd. Map/Lot 35/2; Francoeur 88 Kings Highway Map/Lot 196/12; Dockham 8 Lamson Lane Map/Lot 57/17; Principato 50 Barbour Rd. Map/Lot 110/7; Geis 11 Evergreen Rd. Map/Lot 69/15
2. New Elderly Tax Exemption Applications: McColough Family Trust 105 Winnacunnet Rd. #2 Map/Lot 176/19/2; Sheehan 81 Hampton Towne Ests Map/Lot 123/1/81
3. Requalification of Veteran Tax Credit & Elderly Exemption: Kuchtey 690 Exeter Rd. Map/Lot 14/2
4. Hampton Arts Network Use of Town Offices for displaying Art.

Selectman Pierce MOTIONED to MOVE the Consent Agenda SECONDED by Selectman Woolsey.

VOTE: 5-0-0

- X. Closing Comments – None
- XI. Adjournment of Public Meeting (1:50:19)
- XII. Non-Public Meeting RSA 91-A:3, II (a), (c)

A motion was made by Chairman Nichols to go into a non-public session under RSA 91-A:3,II, (c), this motion was seconded by Selectman Woolsey. A roll call vote was taken, and all five Selectmen were in favor.

Chairman Nichols MOTIONED to adjourn the Public Meeting at 8:48 PM SECONDED by Selectman Pierce.

XIII. XII. Non-Public Meeting RSA 91-A:3, II (a), (c)

A motion was made by Chairman Nichols to go into a non-public session under RSA 91-A:3,II, (a) and (c), and this motion was seconded by Selectman Woolsey. A roll call vote was taken, and all five Selectmen were in favor.

Town Attorney Gearreald updated the Board on the status of the Planning Board's proceedings as to the Town Planner. Pending approval by this Board of an agreed upon payment to the Planner of 3 additional months of severance pay (or \$13,717.60), the Planning Board has voted to accept a voluntary resignation from the Planner effective March 11, 2014. Additional agreed upon terms are set forth in an Agreement and General Release to be signed by the parties and filed with the Town Clerk.

Selectman Woolsey made the following motion, seconded by Selectman Pierce:

I hereby move to approve the payment, as agreed upon by the Hampton Planning Board, to the resigning Town Planner of 3 additional months of severance pay (or \$13,717.60), less applicable withholdings, from the Employee Separation Costs sub-line item 000.41552.1911 in the Town Budget, in addition to the payment of his accrued leave of \$5,264.13, less applicable withholdings, from this same sub-line item, and to authorize the Town Manager to

Note: Draft minutes are subject to corrections, additions and deletions.

sign the Agreement and General Release in the Selectmen's behalf that sets forth the terms of the resolution.

The motion passed on a vote of 4 in favor and 1 against (Selectman Nichols).

A motion was made, seconded and passed to adjourn the non-public session at about 9:00 PM. The public session was not rejoined.

VOTE: 5-0-0

Chairman